MULTIMEDIA UNIVERSITY

STUDENT ID NO

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# MULTIMEDIA UNIVERSITY

# FINAL EXAMINATION

**TRIMESTER 1, 2018/2019**

## BAE1034–ENGLISH FOR BUSINESS STUDIES

(All sections)

23 OCTOBER 2018
2:30 p.m. – 4:30 p.m.
(2 Hours)

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**INSTRUCTIONS TO STUDENTS**

1. This question paper consists of **FIVE** printed pages with **3** sections.
2. Answer **ALL** questions.
3. Write all your answers in the answer booklet provided.

## SECTION A: READING COMPREHENSION [20 MARKS]

**Instructions:** Read the passage carefully and answer ALL questions that follow.

### Gender Pay Gaps

1 Equal pay for equal work seems such a stunningly fair concept, and who could argue against it? Well, in theory no one. However, the myriad ways not to pay men and woman equally, and to divide that work up and redefine certain parts of it as more valuable, have now been made visible. It is often said that women do not want to do the same jobs as men. We are too balanced, too intelligent, too caring to be so driven.

2 To even mention pay can be awkward. Melisa Mills, senior columnist at *The Guardian* said, "When I first joined UK's biggest newspaper company, I was paid less than half the amount that my male colleagues earned. I didn't know this until I won a prize and asked for a pay rise." Things changed. "At another paper, I was told never to disclose my salary as it was more than that of one particularly arrogant male columnist."

3 This is only one small industry, but the secrecy around earnings is part of the problem when we are trying to work out how the gender pay gap operates. Now, an audit is forcing companies to disclose their gender pay gaps following ground breaking legislation, and it is finally busting open such secrecy.

4 It is not looking good. [1.] First, let us look at the public sector: councils, government departments, schools and hospitals. This reveals that on average women are paid 14 per cent less an hour than their male colleagues. Overall, two-thirds of councils have pay gaps, as do 90 per cent of National Health Sector (NHS) organisations. The gap is defined as the difference in average hourly pay and is then expressed as a percentage of the male earnings.

5 One may have hoped that schools and hospitals were places of equality. They are far from it. Even though 77 per cent of the NHS workforce is women, there are huge pay gaps. [2.] Three-quarters of the organisation's staff are women, but at the top end of the pay scale the consultants are mostly men. In many public sector jobs, managers and decision-makers are predominantly male, and they are well-paid.

6 *This* carries through to our institutions of higher education. Every single university in the Russell Group pays women less on a median hourly rate. Durham University has the biggest pay gap, at 29 per cent.

7 Disparity at council level is also deplorable. North Hertfordshire district council, whose workforce is 65 per cent women and 35 per cent men, had the worst median gender pay gap, at 34 per cent. Even the private sector records a high median gender pay gap: Macquarie 41 per cent, Karen Millen 49 per cent, Ryanair at 72 per cent and Apple UK 24 per cent.

8 Some of this is explained by choice. Ryanair says not many women want to be pilots. However, what is happening at the top of Financial Times

**Continued...**

Stock Exchange (FTSE) companies, NHS organisations and councils when the best jobs are going largely to men? *This type of "clone" recruitment was even shown in the media*, in which a young man is promoted over a young woman because he reminds the boss of his younger self. Media involvement in this will not help resolve the issue.

9 Men are seen as always more committed to work, with their families taken care of. [3.] Pregnancy is a sign of wavering commitment. Despite some advances, a woman's earnings often drop even if she goes straight back to work after having a baby. Certainly, over her lifetime, becoming a parent will penalise her financially.

10 [4.] It is about the unpaid care a woman does, and how that affects her choices. Apart from children, she may have to look after other family members, and this often again means low-paid part-time work.

11 The pay gap, therefore, is not simply about equal pay for equal work: it is about trying to minimise the structural inequalities in the system. Part-time workers need to sign up to unions, and we have to stop speaking of part-time work itself as either the destiny of women, or as a sign that women are all less ambitious than men. How is it right to have highly paid men in top roles being served by women who are themselves penalised for having children?

12 What is perceived as a choice for women is not much of a choice. High-earning women, of course, can pay others to sort out their family lives. At a certain income, you can cut out the parental penalty. However, that is not most people's lives.

13 What is eye-opening about these figures is that the situation in the public sector is not better than it is. It, too, seems to go along with the idea that women do not want top jobs because they are too stressful. Every donkey likes to hear himself bray. Even the high-earning BBC presenters believe that men are somehow more entitled to the money. Lack of female ambition is perhaps one part of the explanation. [5.]

14 *The sky is the limit on what we can do about equal pay.* It is also about socialisation, what we think we are worth, and how we ask to be paid. Girls need to be taught this in schools. For if we carry on as we are, we will see these huge pay differentials persist through our lives, with many women ending up in dire pension poverty.

15 Publishing this data is one thing, but the culture shift required to equalise the numbers means having a real conversation about them. We should all talk to our co-workers about pay. Ask how much our line manager gets paid. Are the recruitment processes in our place of work fair? Stop being embarrassed about money. Inequality thrives on silence. Break it.

*Adapted from* Moore, S. (2018, April 5) Gender pay gaps. *The Guardian.* Retrieved from https://www.theguardian.com/commentisfree/2018/apr/05/women-highest-paid-jobs-reporting-gender-pay-gap

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**Author's Biography:**

Suzanne Moore is a resident columnist for *The Guardian* a UK based newspaper. Moore is a well-known feminist columnist and most of her opinion is considered as very thought-provoking by the critics. During her career Moore has also written for *Marxism Today, The Mail on Sunday, Daily Mail, The Independent,* and *the New Statesman.* Moore embarked on a psychology degree at Middlesex Polytechnic (now Middlesex University), but soon switched to economy degree.

**Question I (5 marks)**
**Instructions:** Decide which of the sentences (a) – (e) best fits in each of the boxes labelled 1-5 in the passage.

a. Sure, there may not be jobs for life, but there are not that many top jobs for women who create life. ☐

b. This has become more than an issue about equal pay. ☐

c. Nevertheless, it should not happen in every industry or every sector. ☐

d. Nor is it straightforward to decipher all the complex reasons for the pay differentials. ☐

e. For example, the Queen Victoria hospital NHS foundation organisation in West Sussex had the worst median pay gap, with women paid an average 59p (59 pence) for every £1 a man received. ☐

**Question II (5 marks)**
**Instructions:** Find a word in the passage for each of the meanings below.

a. make information or secret known (Paragraph 3)
b. mainly (Paragraph 5)
c. completely unacceptable (Paragraph 7)
d. put an unfair disadvantage (Paragraph 9)
e. difference in degree (Paragraph 15)

**Continued...**

**Question III (10 marks)**
**Instructions:** Answer the following questions in complete sentences.

a. How are companies being forced to disclose their employee payment scheme? (1 mark)

b. What does "this" in line 31 refer to? (1 mark)

c. What can you infer from the sentence "*This type of clone recruitment was even shown in the media,...*"? (line 42-43) (2 marks)

d. Why is the author apprehensive about female employee getting pregnant? (2 marks)

e. Explain the meaning of the sentence "*The sky is the limit on what we can do about equal pay.*" (line 71) (1 mark)

f. List three suggestions by the author in solving the problem of gender pay gap. (3 marks)

## SECTION B: CRITIQUE WRITING [10 MARKS]

**Question I (10 marks)**
**Instructions:** Based on the reading text in Section A, evaluate the author's and text's **validity, objectivity** and **credibility**. Support your answers with detailed elaboration and provide evidence from the text, where necessary. Write your answers in 200 – 250 words.

## SECTION C: GRAMMAR [30 MARKS]

**Question I (15 marks)**
**Instructions:** Construct a concise sentence based on each set of sentences in the sentences below.

Example: (0) In the month of April, we detected a quality control issue. It was instructed by the CEO that this item be presented by the manager at the next board meeting.

The CEO instructed the manager to present the quality control issue detected last April in the next board meeting.

**Continued...**

a. A great number of people working in that office feel that every one of them needs to be able to communicate with the management team in a more effective way. (3 marks)

b. It is possible that we will have another meeting to talk about the matters of appraisal for our staff's performance and bonuses at the end of the year. (3 marks)

c. Basically, the management team conducted interviews with our clients and decided that we need to have more training regarding customer service in order to stay ahead in this industry. (3 marks)

d. The problem was addressed during our last meeting. At the moment, the primary role of our recruiters is to search for and locate professionals with good qualifications who live in our area. (3 marks)

e. Basically, what the training program is going to do is prepare each and every one of the participants for their certification test that they will take soon. We also hope that they will be professional, courteous, and always come to work on time. (3 marks)

**Question II (15 marks)**

**Instructions:** For each word below, add a suitable affix or affixes, and construct a sentence set in a business context using the newly-formed word. The sentence should have a minimum of ten words.

Example: (0) popular (Add a suffix)

**Word:** popularity

**Sentence:** Online shopping in Malaysia is poised for significant growth, given its rising popularity and adoption among local consumers.

a. order (Add a prefix)
b. fund (Add a prefix)
c. recruit (Add a suffix)
d. lever (Add a suffix)
e. employ (Add a prefix and a suffix)

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